



DEFENSE LOGISTICS AGENCY
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IN REPLY
REFER TO

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FEEL51999

MEMORANDUM FOR DLA EXECUTIVE TEAM

SUBJECT: DLA Directive 5145.1 on Alternative Dispute Resolution

I am providing you a copy of the new DLA Directive 5145.1 on Alternative Dispute Resolution (ADR). This DLAD revises the previous regulation on the same subject.

DLA is committed to resolving disputes early and effectively. Alternative Dispute Resolution in general, and mediation particular, are widely recognized by Government, business and legal communities as effective and economical ways to resolve disputes. DLA is committed to considering use of ADR in every dispute or controversy. In addition to supporting Departmental and Administration policy, ADR advances three DLA strategic goals: supporting our customers, the revolution in business affairs, and partnering with industry. We should discourage more formal and adversarial dispute resolution processes when less formal and more consensual methods will fairly resolve the controversy.

DLA has made significant progress in understanding and using ADR to resolve disputes since the previous DLA regulation on ADR was issued in 1992. For example, the DLA RESOLVE Program has led to a notable reduction in formal EEO cases because of early resolution through mediation. We need to build on the existing momentum and aggressively import ADR thinking to all types of dispute.

Of note, the new Directive states that if unassisted negotiations are not effective, ADR must be considered and a management decision not to use ADR must be made by an official at least one level above the deciding official and explained in writing. Special consideration should be given to mediation because of its many benefits.

I count on your support to advance DLA's policy in this important area. The Office of Counsel, as the designated ADR office for the agency, can give you whatever assistance you may need.

HENRY T. GLISSON
Lieutenant General, USA
Director

Attachment

